

PART II      DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT      5.122  
STATE OF HAWAII      5.123

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Minimum Qualification Specifications  
for the Classes:

AQUATIC BIOLOGIST II, III, IV, V, VI

**Basic Education/Experience Requirement**

Graduation from an accredited four (4) year college or university with a bachelor's degree and major in marine biology, freshwater biology, ecology, zoology or a related biological science and which included a minimum of twenty four (24) semester credit hours in such courses as fisheries biology, ichthyology, limnology, biological oceanography, marine or freshwater ecology, invertebrate ecology or similar courses applicable to the field of aquatic biology.

Excess work experience as described under the Specialized Experience, below, or any other responsible administrative, professional or analytical work experience that provided knowledge, skills and abilities comparable to those acquired in four (4) years of successful study while completing a college or university curriculum leading to a baccalaureate degree in the above majors with the coursework described above, may be substituted on a year-for-year basis. To be acceptable, the experience must have been of such scope, level and quality as to assure the possession of comparable knowledge, skills and abilities.

The education or experience background must also demonstrate the ability to write clear and comprehensive reports and other documents; read and interpret complex written material; and solve complex problems logically and systematically.

**Experience Requirements**

Applicants must have had progressively responsible experience of the type and quality described below and in the amounts indicated in the following table or any equivalent combination of training and experience:

Class Title	Specialized Experience (years)	Supervisory Aptitude (years)	Administrative Aptitude (years)	Total Exper. (years)
Aquatic Biologist II	0	0	0	0
Aquatic Biologist III	1	0	0	1
Aquatic Biologist IV	2	0	0	2
Aquatic Biologist V	3	*	0	3
Aquatic Biologist VI	4	*	**	4

Specialized Experience: Progressively responsible professional work experience in fishery or aquatic biology which involved the management, conservation, development, utilization and protection of aquatic resources, and/or scientific research dealing with aquatic resources and environment.

For the IV and V levels, at least one (1) year of the required experience must have been comparable to the next lower level in the State service.

For VI level, at least one year of the required experience must have been comparable to V level, or two (2) years of experience must have been comparable to the IV level in the State service.

\*Supervisory Aptitude: Applicants for the V and VI levels must possess supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects of supervision, e.g., by serving as a group or team leader; or in similar work in which opportunities for demonstrating supervisory capabilities exist; or by the completion of training courses in supervision accompanied by application of supervisory skills in work assignments; and/or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

\*\*Administrative Aptitude: Applicants for the VI level must possess administrative aptitude. Administrative aptitude will be considered to have been met when there is strong affirmative evidence of the necessary administrative aptitudes and abilities. Such evidence may be demonstrated in the form of success in regular or special assignments or projects which involved administrative problems (e.g., in planning, organizing, promoting, and directing a program, including policy and budgetary considerations; and/or providing staff advice and assistance in such matters); interest in administration demonstrated by the performance of work assignments in a manner which clearly indicates awareness of administrative problems and the ability to solve them; completion of educational or training courses in the area of administration accompanied by the application of the principles, which were learned, to work assignments; management's observation and evaluation of the applicant's leadership and administrative capabilities; success in trial assignments to managerial and/or administrative tasks.

### **Substitutions Allowed**

1. A master's degree in marine biology, freshwater biology, zoology or a closely related major from an accredited four (4) year college or university may be substituted for one (1) year of Specialized Experience.

2. A Ph.D. degree in marine biology, freshwater biology, zoology, or a closely related major from an accredited four (4) year college or university may be substituted for three (3) years of Specialized Experience.

### **Quality of Experience**

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

### **Selective Certification**

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. For such positions, Selective Certification Requirements may be established and certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

### **Tests**

Applicants may be required to qualify on an appropriate examination.

### **Physical and Medical Requirements**

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

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This is an amendment to the minimum qualification specifications for the classes AQUATIC BIOLOGIST II, III, IV, V & VI approved on September 28, 1982.

DATE APPROVED: 2/21/14

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